

Statement of Compensation
Required Pursuant to Administrative Order
2015 - 006 - ADM Salary Disclosure Administrative Order

HALIFAX REGIONAL MUNICIPALITY

Year ended March 31, 2020

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

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Administrative Order

Year Ended March 31, 2020

Contents	Page
Halifax Regional Municipality	1
Halifax Public Library	14
Halifax Regional Water Commission	15
Notes	17

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Adamski, Peter	Police	Police Constable	102,568.53	1,000.00	103,568.53
Adamson, William	Fire Services	Captain	127,480.77	-	127,480.77
Adekayode, Raymond	Fire Services	Firefighter	109,178.90	-	109,178.90
Albrecht, Christian	Police	Police Constable	108,957.87	3,349.33	112,307.20
Allen, Joel	Police	Police Constable	103,883.31	1,000.00	104,883.31
Al-Molky, David	Halifax Transit Services	Dispatch Supervisor	100,125.00	2,815.12	102,940.12
Anderson, Michael	Police	Police Constable F.B.P.	109,837.56	2,214.00	112,051.56
Andrews, Peter	Fire Services	Deputy Chief Director - Operations	155,682.98	980.88	156,663.86
Andrews, Steven	Fire Services	Firefighter	111,777.49	307.98	112,085.47
Anguish, Bradley	Transportation & Public Works	Director Transportation & Public Works	205,657.16	696.00	206,353.16
Anstey, Tyler	Police	Police Constable	100,961.54	-	100,961.54
Antoft, Nicholas	Fire Services	Platoon Captain	164,276.18	2,671.75	166,947.93
Aptt, Philip	Police	Police Constable	110,934.35	1,000.00	111,934.35
Arab, Robert	Police	Police Constable	105,052.42	1,726.00	106,778.42
Arbuckle, William	Parks and Recreation	Contract Supervisor	83,252.91	20,187.72	103,440.63
Archibald, Debra	Fire Services	Captain	123,293.28	-	123,293.28
Arjoon, Kevin	Legal, Municipal Clerk and External Affairs	Municipal Clerk	98,959.88	70,505.11	169,464.99
Arsenault, Shawn	Police	Police Constable	104,780.23	834.00	105,614.23
Arsenault, Thomas	Fire Services	Firefighter	101,871.99	-	101,871.99
Ash, Lenny	Police	Police Constable F.B.P.	105,125.49	4,828.59	109,954.08
Ash, Wayne	Fire Services	Firefighter	122,568.71	-	122,568.71
Astephen, Perry	Police	Sergeant	155,310.41	741.00	156,051.41
Atkins, Haydn	Corporate and Customer Services	Mechanic EVT	110,675.88	-	110,675.88
Audet, Beverley	Transportation & Public Works	Manager Municipal Operations	122,775.67	10,066.53	132,842.20
Ayotte, Julien	Police	Police Constable	124,137.42	844.00	124,981.42
Baird, Robert	Police	Police Constable F.B.P.	115,852.50	1,190.00	117,042.50
Balcom, Angela	Police	Police Constable	119,593.68	1,000.00	120,593.68
Barbati, Joe	Fire Services	Captain	113,507.17	-	113,507.17
Barkhouse, Michael	Police	Police Constable	105,250.38	-	105,250.38
Barna, Ferenc	Police	Police Constable	119,118.01	668.00	119,786.01
Barr, Kristopher	Police	Sergeant	112,359.05	859.00	113,218.05
Barrington, Cathie	Finance, Asset Management & ICT	Manager Councilor Support Office (TEMP)	102,669.84	184.00	102,853.84
Bastow, Barry	Fire Services	Captain	122,969.11	137.40	123,106.51
Beals, Cortonio	Fire Services	Deputy Chief Director - Operational Supp	149,195.74	570.00	149,765.74
Beaton, Andrew	Police	Police Constable	107,191.29	837.00	108,028.29
Beeler, Andrew	Police	Police Constable	102,961.30	769.00	103,730.30
Beer, Jonathan	Police	Police Constable	122,871.97	6,875.43	129,747.40
Bell, Terra	Police	Police Constable	114,431.46	911.00	115,342.46
Belliveau, Jill	Corporate and Customer Services	Manager Internal Communications	103,283.52	-	103,283.52
Belliveau, Robert	Fire Services	Training Officer	116,853.18	-	116,853.18
Benjamin, Brad	Police	Police Constable	104,784.54	5,034.07	109,818.61
Bennett, James	Police	Police Constable F.B.P.	101,837.96	2,014.44	103,852.40
Bennett, Jeffrey	Police	Police Constable	115,739.01	913.00	116,652.01
Bennett, Richard	Halifax Transit Services	Fleet Supervisor	102,979.71	3,938.88	106,918.59
Bentley, Bruce	Police	Police Constable	105,883.51	1,102.25	106,985.76
Bergman, Corey	Police	Police Constable	111,371.75	1,350.00	112,721.75
Berube, Danny	Police	Police Constable	113,652.15	3,999.94	117,652.09
Best, Linden	Fire Services	Fire Prevention Officer	130,117.33	93.86	130,211.19
Bezanson, Charles	Fire Services	Assistant Chief	147,528.84	-	147,528.84
Blackburn, Michael	Fire Services	District Chief	139,338.59	928.12	140,266.71
Blackwood, Gerald	Corporate and Customer Services	Director Corporate & Customer Services	189,617.14	2,614.94	192,232.08
Blaikie, Robert	Police	Police Constable F.B.P.	100,961.54	-	100,961.54
Blair-Smith, Caroline	Human Resources, Diversity & Inclusion	Chief Human Resources Officer	166,077.71	1,055.75	167,133.46
Blake, Kenneth	Police	Police Constable F.B.P.	107,868.19	1,000.00	108,868.19
Blanchard, Justin	Police	Police Constable F.B.P.	100,961.30	347.00	101,308.30
Blencowe, Anthony	Police	Police Constable	117,328.96	1,000.00	118,328.96
Blissett, Ashley	Planning & Development	Manager Development Engineering Program	111,119.67	869.75	111,989.42
Booker, Roger	Police	Police Constable F.B.P.	76,916.86	49,958.15	126,875.01
Boon, David	Police	Central Divisional Commander	146,645.83	1,516.02	148,161.85
Boudreau, Gilles	Police	Police Constable	100,961.32	1,000.00	101,961.32
Bourdages, Pierre	Police	Sergeant	159,688.80	12,368.12	172,056.92
Bourgeois, Jeffrey	Fire Services	Captain	115,532.21	2,586.26	118,118.47
Bourque, Mark	Finance, Asset Management & ICT	ICT Security Analyst	100,813.25	-	100,813.25
Boutillier, Donna	Legal, Municipal Clerk and External Affairs	Solicitor	100,552.58	-	100,552.58
Boutillier, Joseph	Police	Police Constable F.B.P.	106,732.70	5,320.18	112,052.88
Boutillier, Michael	Fire Services	Firefighter	130,857.50	232.60	131,090.10
Bowers, Scott	Police	Police Constable	109,585.05	1,000.00	110,585.05
Bowes, Adam	Fire Services	Captain	124,825.09	-	124,825.09
Bowser, John	Fire Services	Training Officer	155,000.12	-	155,000.12
Boyd, Lawrence	Police	Sergeant	121,635.27	-	121,635.27
Brackett, Joshua	Fire Services	Firefighter	102,599.47	312.48	102,911.95
Bradley, Kristen	Police	Police Constable	113,306.30	1,858.12	115,164.42
Branch, Ashley	Fire Services	Firefighter	103,002.16	-	103,002.16

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Brennan, Justin	Police	Police Constable F.B.P.	108,488.93	959.00	109,447.93
Brewer, Corey	Police	Police Constable	101,801.44	972.00	102,773.44
Brewer, Joel	Fire Services	Firefighter	100,202.71	207.84	100,410.55
Brewer, Nathan	Police	Police Constable	108,884.55	958.00	109,842.55
Bricker, Jamie	Police	Police Constable	100,961.30	55.00	101,016.30
Brien, Colin	Police	Police Constable	118,384.12	1,165.00	119,549.12
Briscombe, Mark	Finance, Asset Management & ICT	System Administrator II	102,154.05	-	102,154.05
Brooks, Brock	Police	Police Constable	117,714.90	6,418.96	124,133.86
Brown, Jay	Fire Services	Captain	124,651.27	-	124,651.27
Brown, Jeff	Fire Services	Firefighter	102,342.44	2,289.58	104,632.02
Brown, Jeffery	Police	Police Constable	118,494.72	8,912.93	127,407.65
Brown, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	150,585.42	-	150,585.42
Brown, William (BJ)	Fire Services	Firefighter	107,898.87	249.42	108,148.29
Bruce, Charles	Police	Police Constable	143,318.52	27,142.40	170,460.92
Buell, Donald	Police	Police Constable	121,744.49	1,000.00	122,744.49
Bundy, Keiva	Fire Services	Firefighter	101,485.29	489.44	101,974.73
Burgess, Michael	Human Resources, Diversity & Inclusion	Manager Client Services	137,815.31	762.34	138,577.65
Burgess, Paul	Planning & Development	Manager Infrastructure Standards Prgm	106,099.42	605.23	106,704.65
Burt, Ross	Police	Sergeant	143,389.05	1,000.00	144,389.05
Burton, Kenneth	Police	Sergeant	122,135.27	-	122,135.27
Burton, Michael	Fire Services	Captain	118,504.11	-	118,504.11
Bussey, Stephen	Fire Services	Captain	168,380.54	-	168,380.54
Butler, James	Police	Superintendent Criminal Invest Division	141,000.73	1,000.00	142,000.73
Byrne, Nicholas	Police	Police Constable	107,652.25	2,073.50	109,725.75
Cain, Daniel	Fire Services	Firefighter	100,704.06	49.88	100,753.94
Calder, Stephen	Police	Sergeant	122,483.02	346.44	122,829.46
Caldwell, Robert	Fire Services	Firefighter	106,819.90	147.36	106,967.26
Cameron, David	Fire Services	Captain	124,196.83	-	124,196.83
Camp, Christopher	Fire Services	Fire Prevention Officer	113,955.34	-	113,955.34
Campbell, Cynthia	Police	Police Constable	101,573.26	-	101,573.26
Campbell, Joel	Fire Services	Captain	109,175.18	276.79	109,451.97
Campbell, Leo	Police	Police Constable	102,252.93	4,840.97	107,093.90
Campbell, Liam	Police	Police Constable	105,242.28	1,471.80	106,714.08
Campbell-Waugh, Carol	Police	Police Constable	103,631.00	1,000.00	104,631.00
Cane, Jason	Fire Services	Firefighter	104,501.59	301.45	104,803.04
Canning, R. Brad	Fire Services	Firefighter	108,902.69	-	108,902.69
Cantfell, Brian	Police	Police Constable	110,787.29	909.00	111,696.29
Carleton, Debbie	Police	Police Constable	102,961.54	-	102,961.54
Carlisle, Jeffrey	Police	Sergeant	131,353.03	744.00	132,097.03
Carlisle, Stephanie	Police	Human Resources Officer	134,617.01	1,000.00	135,617.01
Carmichael, David	Fire Services	Captain	139,065.57	-	139,065.57
Carmichael, Garland	Police	Sergeant	119,439.18	711.00	120,150.18
Carr, Jeffrey	Police	Sergeant	122,135.27	1,000.00	123,135.27
Carter, Dylan	Police	Police Constable	112,609.77	983.00	113,592.77
Carter, Sara	Police	Police Constable	107,999.04	3,095.00	111,094.04
Carver, Shawn	Police	Police Constable	127,103.09	5,238.62	132,341.71
Carvery, Shaun	Police	Police Constable	118,056.92	13,265.21	131,322.13
Casey, Darren	Fire Services	Firefighter	104,851.83	-	104,851.83
Cecchetto, Michael	Police	Sergeant	135,533.08	1,000.00	136,533.08
Chambers, David	Police	Police Constable F.B.P.	112,530.33	898.32	113,428.65
Chambers, Kimberley	Police	Police Constable	105,344.65	-	105,344.65
Chambers-Spriggs, Tanya	Police	Sergeant	121,511.01	820.00	122,331.01
Chapman, Janis	Police	Police Constable	123,459.23	1,000.00	124,459.23
Chaulk, Ron	Police	Police Constable	103,043.37	784.00	103,827.37
Chediac, Monier	Police	Sergeant	126,181.85	456.44	126,638.29
Cheeseman, Michael	Police	Sergeant	124,733.65	857.00	125,590.65
Chenard, Jacques	Police	Police Constable	102,899.63	735.00	103,634.63
Chhabra, Gurminder (Mark)	Police	Police Constable	105,977.79	10,087.77	116,065.56
Chicarella, Christopher	Police	Police Constable F.B.P.	100,961.30	4,072.58	105,033.88
Chisholm, Diane	Corporate and Customer Services	Manager Facilities Management	125,786.88	1,050.57	126,837.45
Chisholm, Mary	CAO's Office	Senior Policy Advisor	100,019.58	-	100,019.58
Clancey, Dawn	Police	Admin Manager Integrated Emergency Ser.	107,559.56	-	107,559.56
Clark, Paul M	Fire Services	Captain	139,556.04	-	139,556.04
Clarke, Jeffery	Fire Services	Captain	118,833.37	1,158.43	119,991.80
Clarke, Jeffrey	Police	Staff Sergeant	126,524.56	6,017.81	132,542.37
Clarke, Jennifer	Police	Police Constable	104,401.55	-	104,401.55
Clowater, David	Police	Police Constable	100,707.36	3,319.35	104,026.71
Clyke, Bobby	Police	Sergeant	130,704.27	5,943.93	136,648.20
Cogswell, Barry	Finance, Asset Management & ICT	Manager ICT Service & Operations	140,196.41	-	140,196.41
Collins, Joshua	Police	Police Constable	102,130.25	883.00	103,013.25
Colman-Sadd, Evangeline	Office of the Auditor General	Municipal Auditor General	192,066.86	1,225.36	193,292.22
Comer, David	Police	Police Constable	105,904.76	1,000.00	106,904.76
Connolly, Marcia	Finance, Asset Management & ICT	Manager Leasing and Tenant Services	101,780.56	-	101,780.56
Connors, Bradley	Fire Services	District Chief	125,902.38	5,780.48	131,682.86

Halifax Regional Municipality

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Year ended March 31, 2020

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Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Conrad, Andrew	Fire Services	Firefighter	102,383.79	-	102,383.79
Conrad, Andrew	Police	Police Constable	106,416.16	1,455.75	107,871.91
Conrad, Craig	Police	Police Constable	103,761.77	738.00	104,499.77
Conrad, Patrick	Fire Services	Captain	113,239.46	134.66	113,374.12
Conrad, Stephen	Fire Services	Firefighter	107,013.87	124.56	107,138.43
Conrad, Susan	Police	Police Constable	110,143.30	1,215.12	111,358.42
Conrad, Vincent	Fire Services	CO Div Ch - Training	137,295.17	23.01	137,318.18
Cooke, James	Police	Police Constable	152,267.34	1,506.00	153,773.34
Cooke, William	Police	Police Constable	112,653.59	899.00	113,552.59
Cooper, Stephen	Police	Police Constable	78,252.79	42,701.60	120,954.39
Corkum, Kevin	Fire Services	Captain	117,392.74	-	117,392.74
Cote, Samuel	Police	Police Constable	111,225.66	771.72	111,997.38
Couture, Katherine	Finance, Asset Management & ICT	Coordinator Planning & Performance	100,413.22	-	100,413.22
Covey, Matt	Fire Services	CO Dist Ch - Fire Prev & Pub Ed	126,327.10	317.40	126,644.50
Cowper, Aaron	Fire Services	Captain	115,558.12	-	115,558.12
Cox, Stephen	Police	Police Constable	94,946.89	8,405.68	103,352.57
Creemer, Harry	Fire Services	Captain	105,268.05	-	105,268.05
Crockett, Allan	Fire Services	Firefighter	114,017.72	447.99	114,465.71
Croft, Tony	Police	Sergeant	124,433.40	2,143.15	126,576.55
Cromwell, Christopher	Fire Services	Firefighter	100,181.66	-	100,181.66
Cromwell, Larry	Police	Police Constable	102,154.54	2,470.58	104,625.12
Crooks, Steven	Fire Services	Firefighter	102,284.59	-	102,284.59
Crooks, Tracey	Fire Services	Firefighter	102,781.78	252.07	103,033.85
Cross, Bridget	Police	Sergeant	123,208.06	3,012.47	126,220.53
Cross, Nathan	Police	Police Constable	129,112.18	1,000.00	130,112.18
Crowell, Dale	Fire Services	Captain	143,931.51	-	143,931.51
Crowell, Dennis	Police	Sergeant F.B.P.	122,135.27	-	122,135.27
Currie, Lloyd	Fire Services	District Chief	138,925.18	-	138,925.18
Currie, Marion	Corporate and Customer Services	Program Manager Org Performance Excel	106,371.11	1,485.07	107,856.18
Currie, Shawn	Police	Police Constable	123,707.21	2,028.67	125,735.88
Curry, James	Fire Services	Firefighter	101,976.89	-	101,976.89
Cutler, William	Halifax Transit Services	Manager Bus Maintenance	111,517.64	-	111,517.64
Dahl, Darren	Fire Services	Captain	134,809.86	-	134,809.86
David, Benoit	Fire Services	Captain	141,073.03	-	141,073.03
David, Mervin	Halifax Transit Services	Supervisor Ferry Services	114,134.89	-	114,134.89
Davis, Christopher	Transportation & Public Works	Supervisor Right of Way Services	102,526.76	620.10	103,146.86
Davis, Donna	Finance, Asset Management & ICT	Prjct Mgr Cogswell Redev TERM (Capital)	142,209.49	18,324.09	160,533.58
Davis, Tanya	Planning & Development	Manager Strategic Trans Planning Prog	106,132.96	1,166.72	107,299.68
Day, Jason	Fire Services	Firefighter	103,150.00	-	103,150.00
Dean, Kevin	Fire Services	District Chief	125,002.35	5,241.49	130,243.84
Dean, Sherry	Fire Services	Captain	130,710.80	-	130,710.80
Delong, Christopher	Police	Police Constable	110,096.77	5,409.72	115,506.49
Dempsey, Nancy	Legal, Municipal Clerk and External Affairs	Access & Privacy Officer	100,751.74	133.35	100,885.09
Denine, Matthew	Police	Police Constable	113,819.78	8,880.90	122,700.68
Denty, Kelly	Planning & Development	Chief Planner & Director Planning & Dev	202,518.49	834.00	203,352.49
Desrochers, Paul	Police	Police Constable F.B.P.	126,180.87	-	126,180.87
Detchkoff, Cory	Fire Services	Firefighter	106,026.72	118.30	106,145.02
Deters, Auren	Fire Services	Firefighter	105,073.15	290.59	105,363.74
Deveau, Tyler	Fire Services	Firefighter	100,479.93	106.40	100,586.33
Dewar, Sym	Police	Police Constable	101,405.97	9,836.95	111,242.92
DeYoung, Jeffrey	Fire Services	Firefighter	100,271.17	600.00	100,871.17
Dickson, Nicholas	Police	Surveillance Technician	99,871.44	177.25	100,048.69
Dill, James	Police	Police Constable	102,863.12	-	102,863.12
Dion, Kelvin	Fire Services	Captain	116,977.81	508.70	117,486.51
Dixon, David	Fire Services	Firefighter	101,096.75	24.08	101,120.83
Dobie, Leslie	Fire Services	Firefighter	105,873.99	315.36	106,189.35
Dodge, Dana	Halifax Transit Services	Fleet Supervisor	109,665.22	50.00	109,715.22
Dodge, Duane	Fire Services	Captain	114,367.56	174.55	114,542.11
Doiron, Tara Lee	Police	Police Constable	103,299.08	858.00	104,157.08
Dominix, Cory	Fire Services	Firefighter	100,372.39	278.16	100,650.55
Doncaster, Nevin	Police	Police Constable	105,247.22	4,224.83	109,472.05
Dooks-Fahie, Michelle	Police	Police Constable	114,000.33	1,000.00	115,000.33
Dorey, Clifford	Halifax Transit Services	Mechanic	100,971.19	1,341.08	102,312.27
Dorey, Michael	Fire Services	Captain	108,440.33	433.89	108,874.22
Doucet, Shawn	Fire Services	Firefighter	117,959.78	-	117,959.78
Doucette, Kevin	Police	Police Constable	110,961.47	716.00	111,677.47
Dowding, Justin	Fire Services	Firefighter	100,718.13	1,056.40	101,774.53
Doyle, Carly	Police	Police Constable F.B.P.	109,825.41	1,723.00	111,548.41
Doyle, Joel	Fire Services	Firefighter	110,342.56	1,819.74	112,162.30
Doyle, Mark	Police	Police Constable	111,286.49	1,445.00	112,731.49
Drysdale, Clayton	Fire Services	Firefighter	99,787.64	339.91	100,127.55
Duale, Ali	Fire Services	Firefighter	102,869.67	90.84	102,960.51
Dubé, Jacques	CAO's Office	Chief Administrative Officer	281,301.15	10,831.18	292,132.33
Dugandzic, Philip	Planning & Development	Manager Building Standards	105,853.11	510.11	106,363.22

Halifax Regional Municipality

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Year ended March 31, 2020

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Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Dunbrack, Patricia	Fire Services	Captain	111,708.83	-	111,708.83
Duncan, Peter	Planning & Development	Manager Infrastructure Planning	131,315.27	317.40	131,632.67
Dunphy, Michael	Human Resources, Diversity & Inclusion	Conflict Resolution Specialist	100,773.03	-	100,773.03
Duquet-Perron, Olivier	Police	Police Constable F.B.P.	106,452.65	7,654.76	114,107.41
Durling, Craig	Police	Police Constable	106,882.31	871.00	107,753.31
Edwards, Amy	Police	Police Constable	100,961.32	-	100,961.32
Edwards, Jonathan	Police	Police Constable	124,885.69	1,611.76	126,497.45
Edwards, Paul	Fire Services	Captain	117,549.89	2,586.26	120,136.15
Edwards, Scott	Fire Services	Firefighter	102,768.36	163.27	102,931.63
Eisan, Wendell	Fire Services	Inventory Equipment Technician	108,699.35	-	108,699.35
El Shair, Ahmed	Police	Police Constable	110,762.94	15,969.42	126,732.36
El-Diri, Eddy	Police	Police Constable	111,542.98	1,546.00	113,088.98
Elliott, Geoffrey	Fire Services	Firefighter	101,103.19	2,190.84	103,294.03
Elworthy, Matthew	Police	Police Constable	118,080.71	4,443.25	122,523.96
Engels, Ryan	Fire Services	Firefighter	106,851.82	316.49	107,168.31
Evans, Phillip	Finance, Asset Management & ICT	Manager Enterprise Services & Infra	115,459.93	1,338.60	116,798.53
Everson, Michelle	Police	Police Constable	104,370.59	-	104,370.59
Fairbairn, Scott	Police	Police Constable	120,201.70	1,000.00	121,201.70
Fairbairn, Steven	Police	Police Constable	137,028.92	1,000.00	138,028.92
Fenner, Stephen	Fire Services	Firefighter	102,071.40	-	102,071.40
Fenton, John	Finance, Asset Management & ICT	Project Manager Information Technology	103,013.46	300.72	103,314.18
Ferguson, John	Fire Services	Captain	123,126.01	2,586.26	125,712.27
Ferguson, Todd	Fire Services	Firefighter	104,076.90	146.16	104,223.06
Fish, Derek	Police	Police Constable	102,461.52	-	102,461.52
Fisher, Bruce	Finance, Asset Management & ICT	Manager Financial Policy & Planning	122,633.66	1,058.50	123,692.16
Fitzgerald, Marcheta	Fire Services	Division Captain Fire & Prevention	123,146.96	350.00	123,496.96
Fleck, Erica	Fire Services	Assistant Chief	136,144.80	169.15	136,313.95
Fleckney, Brian	Fire Services	Captain	120,769.10	2,586.26	123,355.36
Fletcher, Darrell	Fire Services	Captain	125,609.42	-	125,609.42
Flewelling, Ian	Police	Sergeant	125,975.03	4,340.50	130,315.53
Flinn, Paul	Office of the Auditor General	Audit Director	106,810.28	1,058.50	107,868.78
Flynn, Christa	Police	Police Constable	100,579.58	994.00	101,573.58
Flynn, Jonathan	Police	Police Constable	107,341.51	1,835.76	109,177.27
Flynn, Pauline	Police	Police Constable F.B.P.	108,496.54	797.00	109,293.54
Flynn, Shawn	Police	Police Constable	109,450.29	2,947.59	112,397.88
Fong, Regan	Police	Sergeant F.B.P.	122,656.89	-	122,656.89
Fong, Richard	Fire Services	Platoon Captain	144,283.73	-	144,283.73
Foote, Andrew	Fire Services	Captain	121,771.19	-	121,771.19
Foran, Todd	Fire Services	Firefighter	107,519.77	-	107,519.77
Ford, Heather	Police	Police Constable	110,638.96	3,266.73	113,905.69
Forrest, Jason	Police	Police Constable	103,907.87	943.00	104,850.87
Foshay, Nicholas	Fire Services	Firefighter	101,084.42	529.24	101,613.66
Foster, Jeffrey	Police	Police Constable	111,900.63	967.00	112,867.63
Foster, Susan	Police	Police Constable F.B.P.	125,411.04	9,533.13	134,944.17
Fournier, Thomas	Police	Police Constable	117,488.49	4,369.85	121,858.34
Fox, Robert	Police	Staff Sergeant	145,836.87	7,575.36	153,412.23
Fraser, Cyril	Fire Services	Captain	122,970.22	2,586.26	125,556.48
Fraser, Jane	Finance, Asset Management & ICT	Director Finance Asset Mgmt & ICT	215,936.17	7,161.51	223,097.68
Fraser, Kristine	Police	Police Constable	105,407.89	2,388.38	107,796.27
Fulton, Joseph	Fire Services	Captain	135,645.04	161.64	135,806.68
Furlong, Robert	Police	Police Constable	102,617.23	1,022.00	103,639.23
Gagnon, Kevin	Fire Services	Firefighter	109,059.65	168.72	109,228.37
Gallagher, Kevin	Fire Services	Captain	121,810.01	-	121,810.01
Gallant, Peter	Police	Police Constable	103,837.97	-	103,837.97
Gallivan, David	Police	Police Constable	101,350.93	181.00	101,531.93
Galvin, Dominique	Fire Services	Firefighter	104,601.79	442.08	105,043.87
Gannon, Dwayne	Fire Services	Firefighter	115,082.01	558.24	115,640.25
Garber, Geoff	Fire Services	Captain	106,344.30	-	106,344.30
Garry, Claude	Fire Services	Captain	119,548.72	-	119,548.72
Gates, James	Fire Services	Platoon Captain	153,575.20	890.58	154,465.78
Gaudet, Christopher	Fire Services	Firefighter	107,851.18	374.40	108,225.58
Gaudry, Aaron	Police	Police Constable	100,961.30	-	100,961.30
Geldart, Stephen	Fire Services	Firefighter	101,788.19	-	101,788.19
Giacomantonio, Christopher	Police	Research & Development Specialist	105,671.72	-	105,671.72
Gibbons, Thomas	Police	Police Constable	103,859.16	1,935.22	105,794.38
Gibson, Curtis	Police	Police Constable	112,747.66	3,335.93	116,083.59
Gibson, Gregory	Fire Services	Firefighter	101,040.01	20.88	101,060.89
Gibson, Julie	Human Resources, Diversity & Inclusion	Policy&Business Initiatives Coordinator	100,413.22	-	100,413.22
Gibson, Scott	Fire Services	Firefighter	102,425.63	-	102,425.63
Giddens, Christopher	Legal, Municipal Clerk and External Affairs	Solicitor	128,407.49	-	128,407.49
Giffin, Ann	Police	Police Constable F.B.P.	107,889.40	796.00	108,685.40
Gilbert, Jordan	Police	Police Constable	110,482.90	1,000.00	111,482.90
Gillett, Stephen	Police	Sergeant	122,135.27	2,814.84	124,950.11
Gillis, Anthony	Police	Police Constable	107,777.84	6,297.63	114,075.47

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Gillis, Duncan	Finance, Asset Management & ICT	Portfolio Manager	101,864.80	1,030.40	102,895.20
Gillis, Gyles	Police	Sergeant	113,182.18	1,928.00	115,110.18
Gillis, Stephen	Halifax Transit Services	Superintendent Transit Fleet Garage A	89,835.86	31,251.02	121,086.88
Gillis, Trena	Police	Police Constable	111,030.81	2,441.75	113,472.56
Glennie, Alexander	Fire Services	Captain	133,610.00	2,586.26	136,196.26
Goldsmith, David	Halifax Transit Services	Fleet Supervisor	109,452.33	1,968.80	111,421.13
Goodwin, Judson	Police	Police Constable	105,870.58	-	105,870.58
Gordon, Andrew	Police	Police Constable F.B.P.	100,961.62	-	100,961.62
Gorman, Christopher	Police	Cyber Crime Spec Criminal Investigation	102,961.30	1,000.00	103,961.30
Gough, Andrew	Legal, Municipal Clerk and External Affairs	Solicitor	109,493.55	500.00	109,993.55
Graham, Aaron	Fire Services	Firefighter	105,519.10	604.11	106,123.21
Graham, Gena	Police	Police Constable	107,862.14	1,588.00	109,450.14
Graham, Gordon	Police	Sergeant F.B.P.	144,183.68	3,171.96	147,355.64
Grandy, Philip W	Fire Services	Firefighter	101,972.03	-	101,972.03
Grantham, Peter	Fire Services	Firefighter	104,478.10	1,139.23	105,617.33
Graven, James	Fire Services	Firefighter	101,291.95	2,267.35	103,559.30
Graves, Colin	Police	Police Constable	103,944.41	2,408.00	106,352.41
Gray, Robert	Fire Services	Firefighter	109,671.94	-	109,671.94
Greek, James	Police	Police Constable	110,949.97	632.00	111,581.97
Green, Angela	Parks and Recreation	Manager Recreation Programming	130,234.16	470.00	130,704.16
Green, Benjamin	Police	Police Constable	100,399.44	8,698.88	109,098.32
Green, Jacob	Fire Services	Captain	174,318.35	-	174,318.35
Green, Nicole	Police	Police Constable	108,247.50	5,608.12	113,855.62
Green, Pamela	Police	Sergeant	123,459.35	836.00	124,295.35
Greencorn, George	Police	Police Constable	100,961.56	-	100,961.56
Greene, Katherine	Planning & Development	Manager Regional Policy Program	110,432.85	550.91	110,983.76
Greene, Patrick	Fire Services	Captain	130,126.57	-	130,126.57
Greene, Stephen	Fire Services	Firefighter	102,992.47	-	102,992.47
Greener, David	Legal, Municipal Clerk and External Affairs	Solicitor	135,873.06	-	135,873.06
Greenham, Peter	Fire Services	Training Officer	122,048.81	-	122,048.81
Greer, Barry	Fire Services	Captain	146,936.82	-	146,936.82
Grimes, William	Fire Services	Captain	134,567.17	-	134,567.17
Guest, Matthew	Police	Police Constable	112,772.01	1,574.00	114,346.01
Guy, Kevin	Fire Services	Captain	115,545.71	43.68	115,589.39
Guzzwell, Stephen	Police	Police Constable	109,669.46	913.00	110,582.46
Habib, Andre	Police	Sergeant	126,933.00	2,142.66	129,075.66
Hansen, Kristopher	Police	Police Constable	108,116.99	5,085.15	113,202.14
Harding, David	Police	Police Constable	110,434.15	7,789.16	118,223.31
Harley, David	Finance, Asset Management & ICT	Manager Financial Reporting	99,583.21	1,058.50	100,641.71
Harlow, Michael	Fire Services	Firefighter	129,297.06	2,354.34	131,651.40
Harper, Nancy	Finance, Asset Management & ICT	Manager Accounting Controls & Reporting	100,933.84	-	100,933.84
Hartlen, Beate	Transportation & Public Works	Superintendent Service Delivery & Asset	104,245.08	-	104,245.08
Harvey, Brendan	Police	Police Constable F.B.P.	114,805.38	1,979.08	116,784.46
Harvey, Richard	Parks and Recreation	Manager Policy & Planning	110,771.81	550.91	111,322.72
Harvie, Trevor	Corporate and Customer Services	Superintendent Municipal Fleet	103,662.84	-	103,662.84
Haverstock, Mark	Fire Services	Captain	116,403.19	-	116,403.19
Hayes, Jonathan	Police	Police Constable F.B.P.	114,026.13	2,148.34	116,174.47
Hayward, Joseph	Police	Police Constable	134,299.10	1,771.36	136,070.46
Head, Aaron	Police	Police Constable	127,863.36	4,039.33	131,902.69
Hebb, Donald	Fire Services	Firefighter	116,911.58	838.02	117,749.60
Hebb, Gregory	Fire Services	Captain	136,722.72	2,586.26	139,308.98
Hebb, Robert	Fire Services	Captain	126,150.12	-	126,150.12
Henneberry, Allison	Police	Police Constable	107,244.12	1,105.00	108,349.12
Henwood, Ronald	Corporate and Customer Services	Mechanic EVT	131,282.79	-	131,282.79
Hickey, Blair	Police	Police Constable	104,158.61	3,236.80	107,395.41
Higgins, Steven	Planning & Development	Manager Current Planning	126,638.65	100.00	126,738.65
Hill, David	Police	Police Constable	103,274.73	5,440.34	108,715.07
Hiltz, Darrell	Finance, Asset Management & ICT	Lead Architect	117,016.82	-	117,016.82
Hislop, Kevin	Finance, Asset Management & ICT	Manager Payroll	97,470.53	14,570.56	112,041.09
Hodgson, James	Police	Police Constable	102,961.32	1,000.00	103,961.32
Hoffmann, Edward	Fire Services	Captain	124,656.64	-	124,656.64
Hollett, Harold	Fire Services	Deputy Chief Director - Operational Supp	165,435.04	1,260.88	166,695.92
Holmes, Lee	Fire Services	Firefighter	102,778.11	376.87	103,154.98
Hood, Derek	Police	Police Constable	105,015.89	1,000.00	106,015.89
Horne, Victoria	Transportation & Public Works	Manager Parking	103,024.72	1,063.37	104,088.09
Hovey, Kevin	Police	Sergeant	142,869.70	1,515.00	144,384.70
Howie, Andrew	Police	Police Constable	109,360.13	2,398.00	111,758.13
Hubert, Jody	Finance, Asset Management & ICT	Manager Cybersecurity	139,463.48	-	139,463.48
Hubley, David	Transportation & Public Works	Manager Project Planning & Design	143,617.16	287.83	143,904.99
Hueston, D'Arcy	Police	Sergeant	138,339.76	1,575.00	139,914.76
Hughes, Alan	Police	Police Constable F.B.P.	102,787.71	1,000.00	103,787.71
Hughes, Patricia	Halifax Transit Services	Manager Planning & Customer Engagement	118,233.34	-	118,233.34
Hunter, Wayne	Police	Police Constable	116,169.10	5,680.46	121,849.56
Jackman, Dylan	Police	Police Constable	108,144.54	3,702.66	111,847.20

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Jackson, Winnell	Police	Sergeant	113,126.16	2,630.68	115,756.84
Janson, Jim	Legal, Municipal Clerk and External Affairs	Solicitor	108,757.38	-	108,757.38
Jardine, Bradley	Police	Police Constable	110,470.75	3,871.52	114,342.27
Jazic, Alan	Police	Police Constable	104,370.56	4,092.57	108,463.13
Jefferies, Jonathan	Police	Sergeant	119,540.43	3,573.65	123,114.08
Jefferies-Aldridge, Grace	Human Resources, Diversity & Inclusion	Manager Client Services	111,137.77	495.36	111,633.13
Jensen, John David	Fire Services	Firefighter	101,627.40	64.56	101,691.96
Jiang, Qingshuang	Finance, Asset Management & ICT	Data Architect	114,587.36	1,182.20	115,769.56
Jodrey, Eugene	Fire Services	Firefighter	102,284.60	-	102,284.60
Johnson, Christopher	Fire Services	Captain	127,059.65	1,293.13	128,352.78
Johnson, Ronald	Fire Services	Captain	118,881.91	-	118,881.91
Johnston, Paul	CAO's Office	Managing Director GREA	109,246.72	-	109,246.72
Johnston, Sandra	Police	Sergeant	122,135.26	3,776.76	125,912.02
Jollimore, Kim	Corporate and Customer Services	Manager Citizen Contact Centres	105,542.44	-	105,542.44
Joncas, Jason	Police	Police Constable	110,946.99	1,934.00	112,880.99
Jones, Darren	Fire Services	Captain	141,978.00	2,586.26	144,564.26
Jones-Grant, Tracey	Human Resources, Diversity & Inclusion	Manager Diversity and Inclusion	143,500.15	-	143,500.15
Joseph, Alicia	Police	Police Constable	104,685.28	-	104,685.28
Joseph, Nickel	Police	Police Constable	107,644.72	1,238.00	108,882.72
Joudrey, Andrew	Police	Police Constable	114,111.33	746.00	114,857.33
Judah, Joshua	Legal, Municipal Clerk and External Affairs	Solicitor	142,914.88	-	142,914.88
Kavanaugh, Daniel	Police	Police Constable	104,813.00	4,899.57	109,712.57
Keating, Patrick	Fire Services	Captain	121,232.92	2,586.26	123,819.18
Kelly, Colleen	Police	West Divisional Commander	136,880.55	1,000.00	137,880.55
Kennedy, Edward	Fire Services	Firefighter	102,284.59	-	102,284.59
Kennedy, Jordan	Corporate and Customer Services	Mechanic EVT	108,109.43	-	108,109.43
Kennedy, Patricia	Police	Police Constable	126,594.22	1,175.00	127,769.22
Keyes, Heather	Police	Police Constable	103,433.02	802.00	104,235.02
Khama, George	Fire Services	Captain	123,115.94	-	123,115.94
Killen, Jason	Fire Services	Captain	115,532.18	-	115,532.18
Kincade, Bradley	Police	Police Constable	104,492.33	1,000.00	105,492.33
King, Alisa	Police	Police Constable	102,665.94	-	102,665.94
Kinghorne, Randolph	Legal, Municipal Clerk and External Affairs	Solicitor	136,371.22	-	136,371.22
Kinsella, Daniel	Police	Chief of Police	186,766.59	28,642.60	215,409.19
Kirton, Harold	Police	Police Constable	109,026.85	754.00	109,780.85
Kleronomos, John	Finance, Asset Management & ICT	Senior Business Analyst	100,361.74	-	100,361.74
Kline, Patrick	Fire Services	Captain	135,713.65	2,586.26	138,299.91
Knisley, Sara	Legal, Municipal Clerk and External Affairs	Solicitor	123,265.12	-	123,265.12
Koch, Stephen	Fire Services	Captain	143,870.49	2,586.26	146,456.75
Koutroulakis, Taso	Transportation & Public Works	Manager Traffic & Right of Way	139,824.53	276.00	140,100.53
Kozma, Andrew	Police	Chief Information Security Officer	132,720.04	442.25	133,162.29
Krivdic, Admir	Police	Police Constable	102,731.06	921.00	103,652.06
Kuhn, Scott	Police	Police Constable	104,869.89	678.00	105,547.89
Lahey, Martin	Fire Services	Division Captain Fire & Prevention	124,431.69	-	124,431.69
Lake, Jennifer	Police	Police Constable	131,617.13	1,000.00	132,617.13
Lake, Stanley	Fire Services	Captain	140,104.08	-	140,104.08
Lambert, Desmond	Police	Police Constable	105,885.04	6,657.34	112,542.38
Lambert, Tanya	Police	Police Constable	104,443.63	8,614.02	113,057.65
Lane, Blain	Police	Police Constable	102,961.54	-	102,961.54
Lane, Richard	Police	East Divisional Commander	138,216.16	1,000.00	139,216.16
Langille, Steven	Police	Sergeant	153,008.14	1,000.00	154,008.14
Langille, Thea	Planning & Development	Principal Planner	100,098.10	-	100,098.10
Lanthier, Bruce	Fire Services	Firefighter	103,430.16	-	103,430.16
Lapointe, Martin	Fire Services	Firefighter	101,153.58	56.20	101,209.78
Laraque, Jules	Police	Police Constable	106,464.84	5,034.86	111,499.70
Lassaline, Trevor	Police	Police Constable	112,795.99	5,526.33	118,322.32
Latreille, Robbie	Police	Police Constable	110,409.86	2,330.00	112,739.86
Lavers, Thomas	Fire Services	Firefighter	106,296.82	-	106,296.82
Lavoie, Norman	Fire Services	Division Captain Logistics	150,836.71	-	150,836.71
Lawlor, David	Police	Sergeant	125,859.03	5,004.36	130,863.39
Leblanc, Jeffrey	Police	Police Constable	112,149.52	2,475.00	114,624.52
Legay, Rodney	Police	Police Constable	100,757.48	952.00	101,709.48
Leger, Marc	Fire Services	Training Officer	141,911.62	-	141,911.62
Legere, Ola	Fire Services	Captain	136,196.11	2,586.26	138,782.37
Legere, Ronald	Police	Staff Sergeant	158,160.58	1,000.00	159,160.58
Leroux, Jonah	Fire Services	Firefighter	101,291.97	-	101,291.97
LeRue, Gregory	Fire Services	Firefighter	103,544.78	-	103,544.78
Levandier, Diane	Parks and Recreation	Area Manager	104,143.95	-	104,143.95
Lewis, Ashley	Police	Police Constable	118,025.07	8,733.65	126,758.72
Lewis, Laurie	Transportation & Public Works	Program Manager Policy & Outreach (TERM)	108,620.64	431.37	109,052.01
Lewis, Shawn	Halifax Transit Services	Fleet Supervisor	121,979.66	50.00	122,029.66
Li, David	Police	Police Constable	104,405.41	941.00	105,346.41
Lines, Wendy	Finance, Asset Management & ICT	Manager Corporate Planning	120,281.86	251.23	120,533.09
Logan, Scott	Fire Services	Captain	156,606.73	2,586.26	159,192.99

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

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Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Logan, William	Fire Services	Firefighter	114,948.24	770.41	115,718.65
Long, Mark	Police	Police Constable	100,961.54	-	100,961.54
Longley, Malcolm	Police	Sergeant	122,135.27	2,226.00	124,361.27
Loughnan, Stephen	Fire Services	Captain	133,230.45	-	133,230.45
Lowe, John	Fire Services	District Chief	124,983.91	-	124,983.91
Lowther, Robert	Police	Sergeant	122,207.03	621.00	122,828.03
Lucas, Darcy	Police	Police Constable F.B.P.	105,442.04	3,797.55	109,239.59
Lucic, Eric	Planning & Development	Manager Regional Planning	127,617.29	2,104.77	129,722.06
Luck, Matthew	Police	Police Constable	114,123.54	1,560.00	115,683.54
Luther, James	Police	Sergeant	121,080.49	2,519.70	123,600.19
Lutley, Robert	Fire Services	Fire Prevention Officer	115,532.17	-	115,532.17
Lynch, Susan	Police	Police Constable	125,769.24	1,000.00	126,769.24
MacAdam, E. Alexander	Police	Police Constable	142,452.94	1,000.00	143,452.94
MacCormack, Corinne	Finance, Asset Management & ICT	Manager Business Solutions & Testing	101,043.97	-	101,043.97
MacCulloch, Drew	Fire Services	Captain	116,054.30	118.46	116,172.76
MacDonald, Andrea	Planning & Development	Manager License Standards	102,751.92	-	102,751.92
MacDonald, Andrew	Fire Services	Captain	118,007.34	299.24	118,306.58
MacDonald, Bruce	Fire Services	Captain	146,513.96	-	146,513.96
MacDonald, Chad	Finance, Asset Management & ICT	Manager ICT Planning & Delivery	127,011.42	-	127,011.42
MacDonald, Karen	Legal, Municipal Clerk and External Affairs	Solicitor	136,371.22	-	136,371.22
MacDonald, Kevin	Police	Police Constable	119,462.44	909.00	120,371.44
MacDonald, Leonard	Police	Police Constable	102,210.54	1,000.00	103,210.54
MacDonald, Lisa	Police	Police Constable F.B.P.	102,461.32	1,000.00	103,461.32
MacDonald, Margaret	Parks and Recreation	Manager Regional Recreation Services	129,408.55	-	129,408.55
MacDonald, Mark	Police	Staff Sergeant	130,208.55	-	130,208.55
MacDonald, Philip	Police	Police Constable	122,294.96	661.00	122,955.96
MacDonald, R. Scott	Police	Staff Sergeant	138,630.95	3,161.28	141,792.23
MacDonald, Scott	Police	Police Constable	103,202.40	-	103,202.40
MacDonald, Tammy	Police	Police Constable	103,630.19	894.00	104,524.19
MacDonald, Tracy	Police	Police Constable	104,126.01	896.00	105,022.01
MacDougall, William Dewar	Fire Services	Firefighter	102,421.96	460.56	102,882.52
MacEwan, Cody	Police	Police Constable	106,363.77	2,967.51	109,331.28
MacFarlane, Derek	Police	Police Constable	106,842.31	820.00	107,662.31
MacGregor, Jared	Police	Police Constable	103,980.93	951.00	104,931.93
MacInnis, James	Fire Services	Training Officer	117,941.91	-	117,941.91
MacIntyre, Erin	Planning & Development	Manager Land Dev & Subdivision Program	102,567.57	663.52	103,231.09
MacIntyre, Roderick	Transportation & Public Works	Senior Traffic Operations Engineer	105,122.34	593.40	105,715.74
MacIsaac, John	CAO's Office	Executive Director Corporate Support Ser	54,597.68	256,262.40	310,860.08
MacIsaac, Matthew	Police	Police Constable	97,587.97	4,521.84	102,109.81
MacIsaac, Shawn	Police	Police Constable	104,589.74	3,807.62	108,397.36
MacKay, Amy	Police	Police Constable	113,490.37	1,659.12	115,149.49
MacKay, Kristen	Police	Police Constable	108,120.75	4,939.09	113,059.84
MacKay, Robert	Police	Police Constable F.B.P.	106,040.67	909.75	106,950.42
MacKay, Shauna	Human Resources, Diversity & Inclusion	Research & Development Specialist	100,515.93	2,633.17	103,149.10
MacKellar, Scott	Fire Services	Captain	125,770.89	-	125,770.89
MacKenzie, K Paul	Fire Services	FFAP Coordinator	100,261.19	250.29	100,511.48
MacKenzie, Phillip	Police	Sergeant	138,530.44	1,560.00	140,090.44
MacKenzie, Robert	Fire Services	Firefighter	102,909.97	138.60	103,048.57
MacKinlay, Shaune	CAO's Office	Principal Advisor and Communications	104,089.87	-	104,089.87
MacLaughlin, Devin	Police	Police Constable	110,472.50	845.00	111,317.50
MacLaurin, Roxanne	Legal, Municipal Clerk and External Affairs	Solicitor	136,371.22	-	136,371.22
MacLean, Don	Police	Superintendent Patrol	156,569.63	1,000.00	157,569.63
MacLean, Jeffrey	Police	Police Constable	102,622.17	868.00	103,490.17
MacLean, John	Fire Services	Divisional Captain Training	121,752.97	-	121,752.97
MacLennan, Allan	Police	Police Constable	117,669.39	3,372.50	121,041.89
MacLeod, Heather	Parks and Recreation	Area Manager	104,144.18	-	104,144.18
MacLeod, Jennifer	Finance, Asset Management & ICT	Manager Client Services	102,517.92	-	102,517.92
Macleod, John	Police	Police Constable	105,245.66	-	105,245.66
MacLeod, Scott	Police	Police Constable F.B.P.	108,741.73	1,000.00	109,741.73
MacMillan, John	Corporate and Customer Services	Lead Hand Mechanic	138,034.99	-	138,034.99
MacMullin, Robert	Police	Police Constable	115,221.72	3,037.84	118,259.56
MacNeil, Adam	Fire Services	Captain	109,865.65	-	109,865.65
MacNeil, Andrew	Police	Police Constable	107,451.67	2,402.00	109,853.67
MacNeil, Lynn	Fire Services	Firefighter	100,497.65	168.00	100,665.65
MacNeil, Wendell	Fire Services	Captain	130,438.52	-	130,438.52
MacPhail, Robert	Police	Police Constable F.B.P.	111,841.94	-	111,841.94
MacPherson, John	Corporate and Customer Services	Manager Corp Facility Design&Construct	128,801.84	287.83	129,089.67
MacVicar, Andrew	Police	Police Constable	112,979.46	1,623.00	114,602.46
Maheux, Nicolas	Fire Services	Captain	126,399.44	-	126,399.44
Maillet, Martine	Police	Police Constable	105,434.23	940.00	106,374.23
Mailman, James	Fire Services	Captain	114,112.60	349.11	114,461.71
Malcolm, Joey	Police	Police Constable	124,619.20	5,367.57	129,986.77
Mandru, Egist	Police	Police Constable	105,142.00	804.00	105,946.00
Manley, Eric	Police	Police Constable	110,896.89	903.00	111,799.89

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Manning, Anthony	Fire Services	Captain	116,777.57	-	116,777.57
Mansvelt, John	Police	Police Constable	148,324.55	1,000.00	149,324.55
March, Craig	Fire Services	Captain	151,276.78	-	151,276.78
March, Leonard	Fire Services	Captain	149,190.14	2,586.26	151,776.40
Marchand, Michel	Police	Police Constable	127,651.01	1,195.00	128,846.01
Marinelli, Chris	Police	Sergeant	121,644.79	3,528.02	125,172.81
Marinelli, Nicholas	Police	Police Constable	104,942.84	827.00	105,769.84
Marr, David	Office of the Auditor General	Audit Manager	107,149.56	-	107,149.56
Marr, William	Fire Services	Captain	137,726.46	-	137,726.46
Marriott, Jason	Police	Police Constable	131,693.46	2,616.72	134,310.18
Marshall, Trevor	Fire Services	Training Officer	157,342.05	-	157,342.05
Martell, James	Fire Services	Captain	147,788.69	-	147,788.69
Martin, Christina	Police	Sergeant	121,983.02	849.00	122,832.02
Martin, Scott	Police	Police Constable	109,387.05	914.00	110,301.05
Martin, Sean	Police	Sergeant	126,735.52	904.00	127,639.52
Martyn, Stephen	Fire Services	Platoon Captain	156,086.99	2,671.75	158,758.74
Mason, Gregory	Police	Executive Officer	134,616.74	1,000.00	135,616.74
Mason, John	Corporate and Customer Services	Manager Building Operations	109,107.00	-	109,107.00
Mason, Robert	Fire Services	Firefighter	107,352.31	634.88	107,987.19
Mathieu, Jeffrey	Fire Services	Firefighter	102,284.59	-	102,284.59
Matthews, Andrew	Police	Information Management Officer	138,216.16	1,000.00	139,216.16
Mattie, Derrick J	Fire Services	Captain	133,070.83	-	133,070.83
Mattie, Leonard B	Fire Services	Captain	132,265.87	-	132,265.87
Mattie, Melissa	Fire Services	Firefighter	107,398.60	292.32	107,690.92
Maxwell, Mark	Police	Police Constable F.B.P.	95,418.06	5,008.10	100,426.16
Mayer, Richard	Police	Police Constable	108,023.43	260.00	108,283.43
McCann, John	Halifax Transit Services	Manager Ferry Operations	100,061.70	238.05	100,299.75
McCoombs, Reid	Police	Superintendent Administration	140,958.71	1,000.00	141,958.71
McCormack, Stephen	Police	Sergeant	129,807.75	1,000.00	130,807.75
McCormick, Justin	Police	Police Constable	113,653.51	3,166.96	116,820.47
McCracken, Ryan	Fire Services	Firefighter	105,358.19	268.35	105,626.54
McCrum, Andrew	Police	Police Constable	102,495.47	2,179.04	104,674.51
McCulley, Garrett	Police	Police Constable	107,061.74	2,312.00	109,373.74
McCulley, Stuart	Police	Police Constable	106,503.02	805.00	107,308.02
McCulloch, Trudi	Police	Police Constable	107,994.13	2,078.50	110,072.63
McCullough, Janna	Police	Police Constable	103,542.08	582.24	104,124.32
McDermott, Christopher	Police	Police Constable	101,903.21	850.00	102,753.21
McDow, Frank	Fire Services	Firefighter	89,804.03	30,457.20	120,261.23
McGrath, Anthony	Police	Police Constable	103,554.77	1,000.00	104,554.77
McGrath, Justin	Police	Police Constable F.B.P.	101,333.28	4,260.69	105,593.97
McIsaac, Carol	Police	Police Constable	102,961.30	-	102,961.30
McIsaac, Parker	Police	Police Constable	109,431.86	1,414.00	110,845.86
McIver, Karl	Police	Police Constable	111,438.53	2,072.87	113,511.40
McKenzie, David	Fire Services	Captain	143,925.49	2,586.26	146,511.75
McKinnon, John	Police	Sergeant	122,135.26	-	122,135.26
McLellan, Brad	Police	Police Constable	118,754.93	783.00	119,537.93
McLellan, Todd	Police	Police Constable	104,374.91	901.00	105,275.91
McMackin, Lana-Nicole	Police	Police Constable	102,461.54	-	102,461.54
McMahon, Christopher	Police	Police Constable	110,609.00	929.00	111,538.00
McNabb, Leonard	Fire Services	Captain	127,762.00	2,586.26	130,348.26
McNamara, Chad	Police	Police Constable	101,436.16	1,418.00	102,854.16
McNamara, Geoffrey	Police	Police Constable	108,839.12	978.00	109,817.12
McNeil, Anthony	Police	Staff Sergeant	150,232.17	-	150,232.17
McNeil, Jason	Police	Sergeant	158,926.11	1,890.29	160,816.40
McNeil, Joanne	Police	Sergeant	123,627.22	-	123,627.22
McNeil, John	Police	Sergeant	131,458.83	859.00	132,317.83
McNeil, Joshua	Police	Police Constable	108,571.29	1,534.00	110,105.29
McNeil, Kevin	Police	Sergeant	121,840.20	903.00	122,743.20
McNeil, Robin	Police	Deputy Chief	183,436.86	1,475.00	184,911.86
McPhee, Jennifer	Police	Police Constable F.B.P.	100,961.30	-	100,961.30
Meagher, Brendan	Fire Services	Captain	132,348.36	1,293.13	133,641.49
Meehan, Samantha	Fire Services	Firefighter	103,819.62	-	103,819.62
Meisner, Derrick	Police	Police Constable	129,940.10	4,706.18	134,646.28
Meisner, Jason	Police	Police Constable	110,777.47	551.35	111,328.82
Meisner, Tyson	Fire Services	Firefighter	102,049.05	551.32	102,600.37
Meldrum, David	Fire Services	Deputy Chief	155,683.32	843.75	156,527.07
Melvin, Brent	Fire Services	Captain	140,813.75	-	140,813.75
Meredith, Leeann	Fire Services	Firefighter	101,452.28	212.64	101,664.92
Meshal, Ashraf	Police	Police Constable	100,961.30	1,000.00	101,961.30
Messervey, Clarence	Fire Services	Captain	132,404.66	-	132,404.66
Miedema, Shannon	Planning & Development	Manager Environment & Energy Program	102,223.87	-	102,223.87
Millaire, Steve	Police	Police Constable	100,961.54	1,000.00	101,961.54
Miller, Michael	Fire Services	Firefighter	102,330.53	-	102,330.53
Miller, Nancy	Police	Police Constable	104,638.43	4,646.22	109,284.65

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Misner, Karen	Police	Police Constable	106,002.13	816.00	106,818.13
Mitchell, Jason	Police	Police Constable	101,131.76	5,039.89	106,171.65
Mitchell, Susan	Police	Police Constable	112,863.20	1,000.00	113,863.20
Mofarrah, Abdullah	Transportation & Public Works	Team Lead Design Engineering	103,106.35	287.83	103,394.18
Moffatt, Sherri	Parks and Recreation	Area Manager	104,144.17	-	104,144.17
Mombourquette, Jermaine	Fire Services	Training Officer	106,820.54	-	106,820.54
Mood, Jason	Police	Police Constable	103,299.08	886.00	104,185.08
Moore, Edward	Fire Services	Captain	115,626.47	-	115,626.47
Moore, Stephen	Fire Services	Captain	112,722.68	284.10	113,006.78
Moore, Jason	Fire Services	Captain	114,613.59	21.84	114,635.43
Moorhouse, Lyndsay	Fire Services	Inventory Equipment Technician	101,243.06	2,459.40	103,702.46
Moran, Heather	Police	Police Constable	104,248.83	4,045.79	108,294.62
Morash, Ryan	Police	Police Constable	102,933.81	17,421.62	120,355.43
Morris, Michael	Corporate and Customer Services	Superintendent Emergency Fleet Services	115,240.43	-	115,240.43
Morris, Ryan	Police	Police Constable	109,021.79	2,915.06	111,936.85
Morris, William	Police	Staff Sergeant	101,585.51	347.93	101,933.44
Moser, Donald	Police	Operational Planning Officer	88,363.69	36,815.66	125,179.35
Mosher, Bruce	Fire Services	Captain	132,989.83	2,586.26	135,576.09
Muir, Kyle	Police	Police Constable	105,587.77	-	105,587.77
Mullally, Catherine	Human Resources, Diversity & Inclusion	Chief Human Resources Officer	82,192.44	27,950.79	110,143.23
Mullane, Robert	Parks and Recreation	Superintendent Parks East	106,566.12	-	106,566.12
Munro, Mary-Angela	Parks and Recreation	Area Manager	104,144.17	-	104,144.17
Munroe, Wayne	Corporate and Customer Services	Mechanic EVT	130,606.43	-	130,606.43
Murney, Marshall	Police	Police Constable	65,471.17	50,615.14	116,086.31
Murphy, Breton	Corporate and Customer Services	Managing Dir. Corporate Communications	121,091.54	2,136.83	123,228.37
Murphy, Devin	Police	Police Constable F.B.P.	107,925.95	5,587.74	113,513.69
Murphy, Jeffery	Fire Services	Firefighter	106,627.22	-	106,627.22
Murphy, Justin	Police	Police Constable	114,848.91	1,350.00	116,198.91
Murphy, Kevin	Police	Sergeant	145,667.08	6,150.51	151,817.59
Murray, Brad	Police	Police Constable	107,481.76	4,667.52	112,149.28
Murray, Jennifer	Police	Police Constable	105,052.44	1,000.00	106,052.44
Naugle, Charles	Police	Sergeant	134,329.17	701.00	135,030.17
Nearing, Stephen	Fire Services	Division Chief Technology & Innovation	126,859.90	-	126,859.90
Newton, Brandon D	Fire Services	Firefighter	109,307.25	275.36	109,582.61
Nichols, Carolyn	Police	Operations Support Officer	129,480.14	771.00	130,251.14
Nicholson, Andrew	Police	Police Constable	108,253.84	6,948.94	115,202.78
Nicholson, Jeffrey	Police	Police Constable	116,426.23	3,278.72	119,704.95
Nielsen, Illya	Police	Police Constable	122,222.80	1,160.00	123,382.80
Nixon, Peter	Police	Sergeant	91,325.73	45,204.16	136,529.89
Nolan, Laura	Human Resources, Diversity & Inclusion	Manager Employee Relations	123,642.92	736.00	124,378.92
Novakovic, Bojan	Police	Police Constable	101,655.33	1,175.90	102,831.23
Nowlan, Crystal	Finance, Asset Management & ICT	Manager Asset Management	134,473.31	2,225.75	136,699.06
Oakley, Edward	Fire Services	Captain	135,290.73	-	135,290.73
O'Brien, Kenneth	Police	Police Constable	102,110.36	150.00	102,260.36
O'Brien, Kevin	Fire Services	Firefighter	100,274.86	-	100,274.86
O'Dea, Conor	Planning & Development	Manager Buildings & Compliance	110,350.74	-	110,350.74
O'Donnell, James	Fire Services	Firefighter	104,742.09	1,139.23	105,881.32
O'Neill, Patrick	Police	Police Constable	109,472.30	1,497.00	110,969.30
Opalka, Stacey	Police	Police Constable	102,775.52	1,000.00	103,775.52
Orr, Robert	Transportation & Public Works	Program Manager Engineer & Contract Serv	111,353.10	324.00	111,677.10
Osmond, Curtis	Police	Police Constable	100,961.50	-	100,961.50
Pace, David	Fire Services	Captain	108,139.98	-	108,139.98
Palmeter, Barbara	Finance, Asset Management & ICT	Senior Financial Consultant	104,550.07	-	104,550.07
Palmeter, Brian	Police	Sergeant	137,561.17	4,119.89	141,681.06
Paquet, Andrew	Police	Police Constable	104,382.12	2,804.31	107,186.43
Parasram, Amit	Police	Police Constable	116,497.87	1,000.00	117,497.87
Pare, Nadya-Lyse	Fire Services	Assistant Chief	148,279.17	-	148,279.17
Parent, Daniel	Police	Police Constable	130,639.41	1,070.00	131,709.41
Paris, Donna Lee	Police	Police Constable	126,503.13	6,758.82	133,261.95
Paris, Jeffery	Fire Services	Captain	144,325.40	-	144,325.40
Parker, Matthew J	Fire Services	Captain	132,121.31	-	132,121.31
Parker, Ronald	Fire Services	Firefighter	104,193.48	-	104,193.48
Parsons, Darcy	Fire Services	Firefighter	102,857.82	-	102,857.82
Parsons, David	Fire Services	Firefighter	101,337.44	-	101,337.44
Parsons, Edward	Fire Services	Captain	127,232.27	-	127,232.27
Parsons, Jason	Fire Services	Captain	142,586.28	1,293.13	143,879.41
Parsons, Sean	Fire Services	Firefighter	106,834.83	-	106,834.83
Patriquin, Jeffrey	Police	Police Constable	107,925.93	3,794.62	111,720.55
Payne, Jamie	Police	Sergeant	130,560.11	4,374.31	134,934.42
Peers, Tony	Fire Services	Firefighter	106,872.90	2,278.47	109,151.37
Pellerine, Donald	Transportation & Public Works	Superintendent Streets & Sidewalks West	110,550.68	-	110,550.68
Pelley, Travis	Fire Services	Firefighter	103,924.88	41.28	103,966.16
Penfound, Dianne	Police	Police Constable	102,933.81	673.00	103,606.81
Penfound, William	Police	Police Constable	112,491.94	887.00	113,378.94

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Pepler, Nicholas	Police	Sergeant	137,076.88	1,153.00	138,229.88
Peroni, Bryan	Police	Police Constable	108,878.98	952.00	109,830.98
Perrier, Craig	Fire Services	Firefighter	102,189.43	-	102,189.43
Perrin, James	Police	Superintendent Criminal Invest Division	150,780.83	1,210.33	151,991.16
Perry, Darla	Police	Sergeant	134,422.30	5,350.08	139,772.38
Peters, Matthew	Police	Police Constable	116,302.51	4,551.19	120,853.70
Phillips, Tanya	Planning & Development	Manager ByLaw Standards	100,903.84	-	100,903.84
Philopoulos, Andrew	Transportation & Public Works	Manager Solid Waste	114,559.32	554.61	115,113.93
Pierce, Mark	Police	Police Constable	103,560.02	919.00	104,479.02
Pierce, Shelly	Police	Police Constable	111,067.36	729.00	111,796.36
Pike, Leigh	Police	Police Constable	115,172.41	938.00	116,110.41
Pitts, Dennis	Fire Services	District Chief	130,518.64	2,506.56	133,025.20
Plater, Joel	Legal, Municipal Clerk and External Affairs	Manager Risk & Insurance Services	112,611.63	561.44	113,173.07
Pluta, Christian	Police	Police Constable	102,461.30	1,000.00	103,461.30
Poole, Matthew	Police	Police Constable	110,215.05	1,721.00	111,936.05
Poole, Terrence	Police	Police Constable	107,536.31	1,494.00	109,030.31
Porter, Hayley	Police	Police Constable	105,904.72	5,687.43	111,592.15
Pothier, Brian	Police	Police Constable	125,742.95	891.00	126,633.95
Pothier, Jeffrey	Police	Police Constable	114,530.59	7,250.87	121,781.46
Powell, Christopher	Fire Services	Firefighter	104,421.83	-	104,421.83
Powell, Ronald	Fire Services	Captain	143,970.03	-	143,970.03
Power, Phil	Police	Police Constable	107,219.73	1,335.80	108,555.53
Power-Garrett, Holly	Finance, Asset Management & ICT	Senior Asset Management Specialist	100,794.11	1,347.25	102,141.36
Praught, Andrew	Police	Police Constable	105,539.48	1,782.36	107,321.84
Prest, Natasha	Fire Services	Fire Prevention Officer	121,198.29	20.88	121,219.17
Prior, Jody	Police	Police Constable	103,664.48	2,175.60	105,840.08
Pryde, Mark	Fire Services	Firefighter	108,493.69	-	108,493.69
Pryor, E. Jane	Finance, Asset Management & ICT	Manager Procurement	132,254.92	-	132,254.92
Pulsifer, Jeffrey	Police	Police Constable	109,874.11	663.00	110,537.11
Purvis, Carl	Planning & Development	Manager Urban & Rural Applications Prog	110,800.60	550.91	111,351.51
Pyle, Kurt	Planning & Development	Manager Social & Heritage Policy Program	107,239.00	1,125.00	108,364.00
Quesnel, Raymond	Police	Police Constable	105,734.27	1,527.24	107,261.51
Quinn, Alexander	Parks and Recreation	Construction Project Manager	99,509.97	588.00	100,097.97
Rafuse, Lawrence	Fire Services	Firefighter	112,924.51	-	112,924.51
Rainault, Jared	Fire Services	Firefighter	101,815.12	-	101,815.12
Rainault, Tanya	Police	Police Constable	102,312.83	2,256.18	104,569.01
Randell, Michael	Police	Police Constable	99,014.26	6,166.96	105,181.22
Rankin, Jeannie	Police	Police Constable	102,504.18	1,055.00	103,559.18
Rasmussen, Barbara	Police	Police Constable	109,947.15	4,631.26	114,578.41
Rasmussen, Eric	Fire Services	Captain	134,262.03	-	134,262.03
Ray, Simon	Fire Services	Captain	139,945.33	2,586.26	142,531.59
Raymond, Mark	Police	Police Constable F.B.P.	114,950.96	1,773.60	116,724.56
Razic, Jasmin	Police	Police Constable	106,610.92	888.00	107,498.92
Reade, Kevin	Fire Services	District Chief	125,470.22	15.36	125,485.58
Reage, David	Halifax Transit Services	Director Halifax Transit Services	189,467.77	665.92	190,133.69
Reeves, Anthony	Police	Staff Sergeant	102,434.44	64,261.64	166,696.08
Reeves, Marques	Police	Sergeant	140,641.88	919.00	141,560.88
Reid, Jason	Police	Police Constable	102,461.56	-	102,461.56
Rhodenizer, Clinton	Police	Police Constable	104,674.96	957.00	105,631.96
Richards, Heather	Fire Services	Firefighter	103,686.92	-	103,686.92
Riggins, John	Police	Police Constable	102,461.54	-	102,461.54
Ritcey, Neera	Police	Public Relations & Communications Mngr	108,876.48	-	108,876.48
Rix, Brian	Fire Services	Firefighter	101,291.96	-	101,291.96
Roache, Daniel	Police	Police Constable	134,796.23	6,299.92	141,096.15
Roberge, Larry	Police	Police Constable	123,925.29	1,591.99	125,517.28
Roberts, David	Police	Police Constable	147,308.43	12,088.41	159,396.84
Robertson, Brian	Fire Services	Firefighter	118,120.89	-	118,120.89
Robertson, Gregory	Police	Staff Sergeant	147,454.39	9,505.01	156,959.40
Robertson, Paul	Police	Sergeant	123,642.16	594.00	124,236.16
Robertson, Vicki	Finance, Asset Management & ICT	Deputy Treasurer	102,108.16	1,058.50	103,166.66
Robia, Amos	Fire Services	Captain	148,542.21	-	148,542.21
Robichaud, John	Fire Services	Captain	124,563.92	-	124,563.92
Robinson, Craig	Police	Sergeant	133,383.70	11,031.01	144,414.71
Robinson, Kimberly	Police	Sergeant	132,921.28	2,519.04	135,440.32
Roche, David	Fire Services	Firefighter	105,203.54	-	105,203.54
Rogers, Brian	Fire Services	Firefighter	102,284.59	-	102,284.59
Rogers, John	Parks and Recreation	CEO - NAIG 2020 (Term)	103,678.18	-	103,678.18
Rogers, Kelli	Police	Police Constable	103,146.37	1,000.00	104,146.37
Rogers, Stephen	Fire Services	Firefighter	111,572.57	-	111,572.57
Ross, Melanie	Police	Police Constable	111,919.69	1,191.00	113,110.69
Ross, Shane	Fire Services	Firefighter	110,420.75	-	110,420.75
Rudback, Nancy	Police	Sergeant	122,483.02	327.51	122,810.53
Rutte, Cornelis	Fire Services	Firefighter	108,341.95	2,464.69	110,806.64
Ryan, Denise	Parks and Recreation	Business Lead TERM (Capital)	104,304.38	-	104,304.38

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Ryan, Maureen	Legal, Municipal Clerk and External Affairs	Solicitor	136,371.22	-	136,371.22
Ryan, Michael	Parks and Recreation	Manager Community Partnerships	110,517.21	-	110,517.21
Ryan, Peter	Fire Services	Firefighter	119,551.20	-	119,551.20
Samaha, Andrew	Police	Police Constable	113,721.72	4,880.79	118,602.51
Sampson, Michael	Fire Services	Training Officer	110,168.66	-	110,168.66
Sampson, Michael	Human Resources, Diversity & Inclusion	Talent & Total Rewards Specialist	100,413.22	437.39	100,850.61
Sanders, Frans	Legal, Municipal Clerk and External Affairs	Privacy Specialist CAPITAL (Recur Term)	100,764.81	1,134.77	101,899.58
Sanford, Michael	Police	Police Constable	129,437.12	2,834.04	132,271.16
Sangster, Bruce	Fire Services	Platoon Captain	141,539.30	150.00	141,689.30
Sangster, Lucas	Fire Services	Firefighter	106,057.37	676.31	106,733.68
Savage, Mike	CAO's Office	Mayor	177,304.23	1,600.00	178,904.23
Sawler, Glen	Police	Police Constable	102,961.30	11,824.90	114,786.20
Saxton, Kenneth	Fire Services	Firefighter	102,976.23	-	102,976.23
Sayer, Roger	Police	Sergeant	124,284.36	8,498.65	132,783.01
Scallion, Wallace	Fire Services	Captain	66,331.08	34,483.22	100,814.30
Schofield, Denise	Parks and Recreation	Director Parks & Recreation	193,954.72	188.00	194,142.72
Schultz, Cody	Police	Police Constable	116,115.11	7,197.69	123,312.80
Sears, Michael	Fire Services	Captain	133,071.55	-	133,071.55
Sears, Scott	Corporate and Customer Services	Manager Corporate Fleet & Equipment	124,822.08	-	124,822.08
Seebold, Jeffrey	Police	Police Constable	118,153.74	2,446.14	120,599.88
Sexton, Harold	Corporate and Customer Services	Mechanic EVT	135,133.23	250.45	135,383.68
Shaffner, Scot	Fire Services	District Chief	133,775.91	-	133,775.91
Shannahan, Michael	Fire Services	Firefighter	100,881.91	191.76	101,073.67
Shannon, Jason	Police	Police Constable	137,296.81	1,000.00	138,296.81
Sheppard, Jordan	Police	Police Constable F.B.P.	104,662.77	4,996.60	109,659.37
Sheppard, Justin	Police	Sergeant	119,138.45	7,524.96	126,663.41
Sheppard, Tim	Police	Police Constable	105,003.73	1,000.00	106,003.73
Sherwood, Anne	Transportation & Public Works	Senior Design Engineer	108,302.39	287.83	108,590.22
Sherwood, Robin	Police	Police Constable F.B.P.	103,445.20	-	103,445.20
Simmonds, Antonio	Police	Superintendent	140,454.60	1,000.00	141,454.60
Simmons, Steve	Fire Services	Firefighter	102,062.49	-	102,062.49
Simms, Bradley	Fire Services	Captain	110,986.55	-	110,986.55
Sinclair, Louis	Fire Services	Firefighter	101,291.95	-	101,291.95
Singh, Gursharan	Police	Manager Strategic Technology Integration	111,065.94	-	111,065.94
Sivak, Benjamin	Planning & Development	Manager Community Policy Program	100,491.39	550.91	101,042.30
Slade, Monica	Police	Police Constable	110,381.17	4,796.73	115,177.90
Slatter, Michael	Fire Services	Training Officer	126,906.90	-	126,906.90
Slaunwhite, Earle	Fire Services	Firefighter	102,284.58	-	102,284.58
Slaunwhite, David	Fire Services	District Chief	121,876.23	6,520.32	128,396.55
Slaunwhite, Derk	Legal, Municipal Clerk and External Affairs	Solicitor	136,421.04	-	136,421.04
Slaunwhite, Kevin	Fire Services	Captain	125,039.70	-	125,039.70
Sardon, Raymond	Fire Services	Firefighter	100,630.55	41.28	100,671.83
Smith, Brenda	Police	Police Constable	103,299.08	991.00	104,290.08
Smith, Craig	Police	Police Constable	106,063.02	2,547.12	108,610.14
Smith, David	Police	Police Constable	111,590.91	682.00	112,272.91
Smith, James	Police	Police Constable	102,349.38	-	102,349.38
Smith, Jason	Fire Services	Firefighter	100,524.56	129.15	100,653.71
Smith, Kevin	Police	Staff Sergeant	147,075.96	1,000.00	148,075.96
Smith, Meagan	Fire Services	Firefighter	106,539.07	222.04	106,761.11
Smith, Robert	Transportation & Public Works	Contract Supervisor	100,689.19	156.52	100,845.71
Smith, Rosalyn	Parks and Recreation	Manager Sport & Facilities	107,674.52	-	107,674.52
Snair, Patricia	Police	Police Constable	100,961.30	1,000.00	101,961.30
Spares, Jeff	Parks and Recreation	Manager Parks Capital Projects	106,416.68	420.00	106,836.68
Spears, Bruce	Fire Services	Firefighter	102,284.60	-	102,284.60
Spence, Carleton Mark	Fire Services	Captain	117,557.94	-	117,557.94
Speranza, Andréa	Fire Services	Captain	154,331.34	-	154,331.34
Spinelli, Anthony	Finance, Asset Management & ICT	Prjct Dir Cogswell Redev TERM (Capital)	217,350.12	1,618.56	218,968.68
Spriggs, Roger	Police	Police Constable	110,699.21	839.00	111,538.21
Squires, Beth	Police	Police Constable	107,938.41	633.00	108,571.41
Squires, Donald	Police	Police Constable	104,799.16	912.00	105,711.16
Squires, Jason	Fire Services	Firefighter	107,482.91	-	107,482.91
Stanley, Duane	Police	Police Constable	131,911.96	1,000.00	132,911.96
Starrett, Christopher	Police	Police Constable	110,408.12	957.00	111,365.12
Steele, Warren	Police	Police Constable F.B.P.	105,435.53	908.00	106,343.53
Stephenson, Todd	Police	Police Constable	102,643.94	997.00	103,640.94
Stevens, Gregory	Police	Police Constable	123,328.55	1,467.00	124,795.55
Stevens, Mark	Police	Police Constable	110,957.78	1,180.00	112,137.78
Stevens, Michael	Police	Police Constable	105,140.35	876.00	106,016.35
Stevens, Murray R	Fire Services	Firefighter	109,695.15	-	109,695.15
Stickings, Peter	Finance, Asset Management & ICT	Manager Corporate Real Estate	139,676.60	846.00	140,522.60
Stienburg, Dean	Police	President HRP	143,327.61	-	143,327.61
Stienburg, Donald	Police	Staff Sergeant	147,430.98	1,000.00	148,430.98
Stockman, Jennifer	Police	Booking Technician	101,776.78	900.00	102,676.78
Stretch, Todd	Police	Police Constable	112,467.44	1,294.00	113,761.44

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Strickland, Michael	Police	Sergeant	134,633.68	1,233.44	135,867.12
Strum, James	Police	Booking Technician	103,026.88	876.00	103,902.88
Stubbert, Steven	Fire Services	Firefighter	106,164.04	83.52	106,247.56
Stuebing, Kenneth	Fire Services	Chief Director Fire&Emergency Services	199,832.02	7,187.58	207,019.60
Stymiest, James	Fire Services	Captain	131,605.39	-	131,605.39
Sullivan, Drew	Fire Services	Firefighter	102,675.96	-	102,675.96
Sullivan, Michael	Police	Police Constable	127,236.92	1,000.00	128,236.92
Sullivan, Richard	Fire Services	Captain	142,347.88	-	142,347.88
Surette, Edmund	Transportation & Public Works	Coordinator Pavement Management	108,665.19	3,279.39	111,944.58
Swanson, Christopher	Fire Services	Firefighter	111,962.75	41.76	112,004.51
Sweet, Chris	Fire Services	Firefighter	102,284.60	-	102,284.60
Sykes, Geoffrey	Police	Police Constable	118,871.32	14,867.09	133,738.41
Tapper, Alana	Parks and Recreation	Superintendent Parks West	100,650.34	-	100,650.34
Tarbox, Christopher	Fire Services	Captain	130,908.92	-	130,908.92
Taylor, Barry	Fire Services	Firefighter	102,284.59	-	102,284.59
Taylor, Colin	Legal, Municipal Clerk and External Affairs	Solicitor	113,096.28	-	113,096.28
Taylor, Elizabeth	Parks and Recreation	Manager Culture & Events	109,835.76	2,460.00	112,295.76
Taylor, Mark	Police	Police Constable F.B.P.	101,253.53	1,728.00	102,981.53
Teal, Sarah	Finance, Asset Management & ICT	Chief Information Officer	154,053.00	-	154,053.00
Tench, Lawrence	Police	Police Constable	109,877.27	4,278.46	114,155.73
Theriault, Stephen	Fire Services	Captain	178,525.09	2,747.90	181,272.99
Thibault, Monia	Police	Police Constable	109,314.03	5,820.82	115,134.85
Thibault, Sherry	Fire Services	Captain	116,151.58	(13.76)	116,137.82
Thomas, Christopher	Police	Sergeant	143,957.82	2,269.36	146,227.18
Thomas, Holly	Police	Police Constable	104,964.16	1,000.00	105,964.16
Thompson, Andre	Police	Sergeant	126,145.76	1,000.00	127,145.76
Thompson, Annette	Fire Services	Captain	109,364.39	-	109,364.39
Thompson, Michaelyn	Corporate and Customer Services	Manager Marketing	102,102.94	-	102,102.94
Thomson, Allan	Fire Services	Firefighter	102,319.05	-	102,319.05
Tingley, Matthew	Police	Police Constable	101,242.85	2,657.14	103,899.99
Tooke, Holly	Police	Police Constable	102,337.19	751.00	103,088.19
Tousignant, Yves	Fire Services	Captain	143,854.23	-	143,854.23
Towns, Renee	Finance, Asset Management & ICT	Manager Revenue	121,648.71	1,167.25	122,815.96
Townsend, Deone	Police	Police Constable	107,597.17	1,179.74	108,776.91
Tracey, Christopher	Police	Police Constable	100,961.32	2,589.50	103,550.82
Traves, John	Legal, Municipal Clerk and External Affairs	Mun Solicitor/Dir Legal & Legis Services	234,688.15	10,642.96	245,331.11
Trenholm, Christina	Police	Sergeant	110,556.58	1,000.00	111,556.58
Triff, Joseph	Fire Services	Training Officer	113,047.44	344.04	113,391.48
Trudel, Craig	Police	Police Constable	112,257.15	701.00	112,958.15
Tucker, Patrick	Police	Sergeant	121,581.96	868.00	122,449.96
Turner, Jennifer	Police	Police Constable	106,136.08	2,477.94	108,614.02
Turner, Ray	Police	Police Constable	100,961.30	-	100,961.30
Turner, Stephen	Fire Services	District Chief	130,717.58	3,418.56	134,136.14
Underwood, Joshua	Police	Police Constable	111,915.78	1,000.00	112,915.78
Upshaw, Craig	Police	Police Constable	110,884.04	1,000.00	111,884.04
Upshaw, Sean	Police	Police Constable	95,473.78	5,042.96	100,516.74
Upshaw, Thane	Fire Services	Firefighter	115,413.24	283.42	115,696.66
Varin, Antoine	Police	Police Constable F.B.P.	110,872.52	5,360.61	116,233.13
Varin, Larry	Fire Services	Fire Prevention Officer	126,237.79	268.55	126,506.34
Vaters, James	Police	Police Constable	104,340.34	-	104,340.34
Vaters, Jennifer	Police	Police Constable	103,082.27	-	103,082.27
Veinotte, Matthew	Police	Police Constable	112,947.73	2,572.17	115,519.90
Verner, Kathleen	Police	Police Constable	109,278.41	4,447.74	113,726.15
Virgin, Sean	Fire Services	Division Chief Safety & Compliance	126,346.91	273.02	126,619.93
Wagg, Steven	Police	Police Constable	111,140.42	1,000.00	112,140.42
Waldorf, Peter	Police	Police Constable	121,724.48	5,550.66	127,275.14
Walker, Mark	Fire Services	Captain	116,102.97	-	116,102.97
Walker, Thomas	Fire Services	Firefighter	102,308.45	-	102,308.45
Walsh, Ian	Police	Police Constable	100,961.30	-	100,961.30
Walsh, Kurt	Police	Sergeant	152,318.27	799.00	153,117.27
Walsh, Ray	Parks and Recreation	Manager Parks	122,730.84	-	122,730.84
Wamboldt, Shane	Fire Services	Firefighter	117,050.17	388.12	117,438.29
Ward, Martin	Legal, Municipal Clerk and External Affairs	General Counsel	164,580.97	-	164,580.97
Warnell, Barry	Police	Police Constable	108,537.87	13,370.17	121,908.04
Wasson, James	Police	Police Constable	127,791.15	1,571.68	129,362.83
Watkins, Ronald	Police	Police Constable	121,468.76	960.00	122,428.76
Watters, Tyler	Fire Services	Firefighter	101,424.19	972.31	102,396.50
Way, Raylene	Police	Police Constable	101,838.81	-	101,838.81
Weatherby, Holly	Fire Services	Fire Prevention Officer	91,950.66	33,942.00	125,892.66
Webber, Nicholas	Police	Police Constable	108,315.58	744.00	109,059.58
Webber, Peter	Police	Police Constable	113,271.05	4,453.19	117,724.24
West, Adam	Fire Services	Firefighter	111,481.52	-	111,481.52
West, Gordon	Fire Services	District Chief	135,805.20	119.32	135,924.52
Whalen, Terrance (Jake)	CAO's Office	Senior Advisor Economic Policy & Dev	106,160.79	-	106,160.79

Halifax Regional Municipality

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Business Unit	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
White, Daniel	Fire Services	Training Officer	126,060.48	905.19	126,965.67
White, James D	Fire Services	Captain	141,502.37	129.13	141,631.50
White, James R.	Fire Services	Firefighter	108,820.58	148.08	108,968.66
Whynott, Adam	Police	Police Constable	106,769.22	1,399.00	108,168.22
Wilcox, Kyle	Halifax Transit Services	Manager Resource Support & Development	116,239.94	-	116,239.94
Wile, Michael	Finance, Asset Management & ICT	Manager Acquisitions Disposals Ind Lands	109,276.91	-	109,276.91
Willett, Kathryn	Police	Sergeant	119,032.35	1,040.00	120,072.35
Willett, Michael	Police	Staff Sergeant F.B.S.	130,208.54	-	130,208.54
Williams, Barry	Fire Services	Firefighter	101,788.25	-	101,788.25
Williams, Christian	Fire Services	Firefighter	106,445.05	503.07	106,948.12
Williams, Marshall	Police	Police Constable	106,687.28	1,598.38	108,285.66
Williams, Peter	Fire Services	Firefighter	109,602.47	-	109,602.47
Wilson, Britt	Human Resources, Diversity & Inclusion	Manager Total Rewards	132,994.42	495.36	133,489.78
Wilson, Jason	Police	Police Constable	115,523.76	-	115,523.76
Wilson, Martha	Finance, Asset Management & ICT	Manager ICT Portfolio & Project Mgmt	115,091.04	-	115,091.04
Winters, Pamela	Police	Police Constable	102,961.30	870.00	103,831.30
Wintrup, William	Fire Services	Firefighter	114,627.19	-	114,627.19
Withers, Grant	Fire Services	Captain	133,858.42	2,586.26	136,444.68
Withrow, Jason	Police	Sergeant	143,326.70	7,138.37	150,465.07
Withrow, Zachary	Police	Police Constable	116,579.63	569.00	117,148.63
Wolf-Billard, Helga	Human Resources, Diversity & Inclusion	Manager Health Safety & Wellness	113,692.05	83,322.24	197,014.29
Wood, Crispin	Transportation & Public Works	Superintendent Urban Forestry	105,143.23	81.78	105,225.01
Wood, Randy	Police	Police Constable	131,795.50	1,180.00	132,975.50
Woodworth, Brent	Police	Police Constable	100,757.23	2,597.75	103,354.98
Yarich, Jacob	Fire Services	Firefighter	103,490.31	42.52	103,532.83
York, Steven	Transportation & Public Works	Superintendent Winter Ops Train & Compl	100,585.37	-	100,585.37
Young, Allan	Fire Services	Captain	134,510.77	2,586.26	137,097.03
Young, Gerry D	Fire Services	Firefighter	106,616.24	-	106,616.24
Young, J Darren	Corporate and Customer Services	Senior Project Manager	106,193.54	2,652.64	108,846.18
Young, Patrick D	Fire Services	Captain	126,611.86	-	126,611.86
Young, Wade	Fire Services	Firefighter	101,291.96	-	101,291.96
Yunker, Mark	Fire Services	Firefighter	101,291.94	-	101,291.94
YZ	Halifax Transit Services	1st Class Mechanic	-	363,222.00	363,222.00
Zatezalo, Tatjana	Human Resources, Diversity & Inclusion	Manager Org Development, Health & Safety	133,870.41	155.00	134,025.41
Zinck, Michael	Police	Police Constable	102,349.37	-	102,349.37
Zitto, Craig	Fire Services	Firefighter	111,505.45	815.23	112,320.68
Zwicker, Daniel	Halifax Transit Services	Fleet Supervisor	102,518.62	2,341.28	104,859.90

Halifax Public Library

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Crick, Kevin	Manager 5	101,387.78	-	101,387.78
Dahl, Karen	Manager Program Development	109,296.35	390.00	109,686.35
Gallagher, Terry	Director, Finance and Facilities	132,839.02	980.88	133,819.90
Gillis, Sara	Senior Manager, People & Culture	109,296.35	404.40	109,700.75
Kachan, Asa	Chief Librarian and CEO	194,053.14	1,046.88	195,100.02
Lebel, Debra	Director, Access	129,959.69	980.88	130,940.57
Mackenzie, Heather	Manager 5	101,387.78	396.80	101,784.58
Maddigan, Cathy	Manager, Employee & Labour Relations	125,032.63	980.88	126,013.51
Peverill, Kathleen	Senior Service Manager, Central District	129,959.73	1,255.66	131,215.39
Sadeghi-Zadeh, Roshanak	Manager Human Resources	100,552.60	-	100,552.60

Halifax Regional Water Commission

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Arora, Susheel	Director, Wastewater and Stormwater Services	\$169,160.71	\$11,219.03	\$180,379.74
Bellemare, Patrick	Manager, Safety and Security	\$104,972.90	\$37,079.75	\$142,052.65
Bellemare, Rochelle	Manager, Human Resources	\$104,860.18	\$32,556.62	\$137,416.80
Boiduk, Paul	Industrial Electrician	\$78,575.31	\$37,206.95	\$115,782.26
Brake, Warren	Manager, Accounting	\$100,906.78	\$5,575.95	\$106,482.73
Campbell, Allan	Manager, Finance	\$100,559.54	\$4,889.06	\$105,448.60
Campbell, Craig	Environmental Engineer	\$93,832.47	\$18,583.47	\$112,415.94
Campbell, D Reid	Director, Water Services	\$170,514.33	\$8,642.90	\$179,157.23
Campbell, James	Manager, Communications and Public Relations	\$98,320.60	\$2,126.10	\$100,446.70
Cohoon, Robert	Sub Foreman, Wastewater	\$74,313.62	\$26,104.68	\$100,418.30
Connolly, Todd	Works Supervisor II, Water Services	\$90,762.40	\$9,963.72	\$100,726.12
Crouse, Nigel	Supervisor, Wastewater Treatment Plant	\$90,402.24	\$16,012.28	\$106,414.52
DeYoung, Joshua	Operations Engineer	\$92,379.44	\$9,985.66	\$102,365.10
Dort, David	Supervisor, Wastewater Treatment Plant	\$82,699.42	\$22,720.75	\$105,420.17
Doucette, Raymond	Works Supervisor I, Water Services	\$81,986.03	\$41,387.99	\$123,374.02
Eisnor, John	Operations Engineer	\$109,214.80	\$2,705.66	\$111,920.46
Fahie, Christopher	Superintendent, Wastewater Treatment	\$103,869.21	\$4,554.04	\$108,423.25
Feener, Mark	Superintendent, Water Services	\$112,968.95	\$3,630.81	\$116,599.76
Frenette, Michael	Senior Project Manager, Information Services	\$100,109.66	\$4,750.27	\$104,859.93
Gazeley, Brian	Collection Systems Operator, Level 2	\$83,092.52	\$27,801.83	\$110,894.35
Gorman, Thomas	Manager, Water Infrastructure Engineering	\$120,217.14	\$7,932.26	\$128,149.40
Gray, Kevin	Manager, Engineering Approvals	\$118,965.16	\$8,861.46	\$127,826.62
Guppy, Ian	Manager, Stormwater Infrastructure Engineering	\$120,217.14	\$3,560.27	\$123,777.41
Hannam, James	Director, Engineering and Information Services	\$170,712.51	\$6,413.79	\$177,126.30
Hiscock, David	Superintendent, Water Services	\$120,217.14	\$50,488.11	\$170,705.25
Isnor, Patricia	Environmental Engineer	\$94,312.30	\$10,062.81	\$104,375.11
Jones, Grayson	Supervisor, Wastewater Collection	\$89,813.29	\$13,169.74	\$102,983.03
Kaiser, Reid	Works Supervisor II, Water Services	\$83,792.43	\$41,145.70	\$124,938.13
Kearney, Karen	Human Resource Consultant	\$77,975.15	\$23,629.59	\$101,604.74
Kelloway, Kevin	Lead Operator, Small Systems	\$84,418.17	\$30,793.38	\$115,211.55
Kennie, Daniel	Technical Coordinator, Information Services	\$98,827.10	\$5,518.78	\$104,345.88
Knapp, Jeffrey	Manager, Energy Efficiency	\$120,217.14	\$3,169.27	\$123,386.41
Krkosek, Wendy	Manager, Water Quality	\$108,294.88	\$2,234.79	\$110,529.67
Levesque, Roger	Project Engineer	\$93,459.12	\$18,336.08	\$111,795.20
Lloyd, Charles	Manager, Environmental Engineering	\$117,944.02	\$3,961.13	\$121,905.15
MacKenzie, Kenda	Director, Regulatory Services	\$152,583.10	\$1,808.09	\$154,391.19
MacNab, Andrew	Supervisor, Wastewater Treatment Plant	\$93,651.60	\$6,461.12	\$100,112.72
MacNeil, Harold	Manager, Engineering Information	\$102,931.32	\$4,931.62	\$107,862.94
MacRae, Stephen	Collection Systems Operator, Level 2	\$94,179.83	\$9,646.48	\$103,826.31
Masters, Todd	Lead Operator, Small Systems (former)	\$79,170.14	\$35,562.44	\$114,732.58
Mathew, Shiju	Manager, Metering and Billing	\$102,593.16	\$3,312.47	\$105,905.63
Maynard, Peter	Project Engineer	\$93,459.12	\$12,740.49	\$106,199.61
McGonnell, Mark	Stormwater Engineer	\$102,923.79	\$4,978.77	\$107,902.56
McMullin, Barry	Superintendent, Water Services	\$121,772.63	\$5,412.78	\$127,185.41

Halifax Regional Water Commission

Statement of Compensation

Required Pursuant to Administrative Order 2015-006-ADM Salary Disclosure Administrative Order

Year ended March 31, 2020

The following Members of Council, Employees, Contractors and Consultants received compensation of \$100,000 or more:

Last Name, First Name	Office of Position Last Held	Salary (\$)	Other Benefits (\$)	Total Compensation (\$)
Ossinger, Alan	Service Department Operator	\$68,634.58	\$31,862.35	\$100,496.93
O'Toole, Catherine	General Manager	\$217,713.01	\$12,209.52	\$229,922.53
Oxner, Garry	Superintendent, Water Treatment	\$116,144.52	\$42,415.66	\$158,560.18
Parsons, Sheldon	Superintendent, Wastewater Collections	\$117,944.02	\$29,483.38	\$147,427.40
Patey, Danny	Superintendent, Wastewater Collections	\$118,713.94	\$20,439.26	\$139,153.20
Pictou, Murray	Supervisor, Wastewater Collection	\$98,028.43	\$15,109.58	\$113,138.01
Pillay, Dayalan	Manager, Information Services	\$117,944.02	\$1,470.35	\$119,414.37
Reid, Richard	Superintendent, Wastewater Treatment	\$120,812.63	\$3,278.43	\$124,091.06
Rice, Greg	Project Engineer	\$95,304.58	\$5,855.40	\$101,159.98
Rice, Raymond	Manager, Wastewater Infrastructure Engineering	\$105,878.15	\$1,285.43	\$107,163.58
Rowe, Shawn	Superintendent, Wastewater Collection	\$112,656.97	\$1,910.86	\$114,567.83
Schedler, Heidi	General Counsel	\$123,347.85	\$5,286.18	\$128,634.03
Shatford, Tanya	Compensation and Benefits Specialist	\$78,397.54	\$23,116.24	\$101,513.78
Stevens, William	Superintendent, Technical Services	\$116,646.73	\$22,065.53	\$138,712.26
Tooke, Anthony	Works Supervisor II, Water Services	\$86,970.44	\$41,782.23	\$128,752.67
Waddell, Colin	Supervisor, Water Plants	\$103,008.65	\$7,883.87	\$110,892.52
Weeks, Christopher	Supervisor, Wastewater Collection	\$90,669.14	\$30,043.76	\$120,712.90
White, Peter	Supervisor, Fleet and Buildings	\$96,780.26	\$4,404.76	\$101,185.02
Williams, Valerie	Manager, Asset Management	\$117,944.02	\$1,954.05	\$119,898.07
Wilson, Justin	Supervisor, SCADA and ICS Security	\$88,317.25	\$16,587.83	\$104,905.08
Yates, Carl	General Manager (former)	\$175,999.50	\$20,267.38	\$196,266.88

HALIFAX REGIONAL MUNICIPALITY

Statement of Compensation

Required pursuant to Administrative Order 2015 – 006 – ADM Salary Disclosure Administrative Order

1. Basis of Reporting

This Statement of Compensation has been prepared by the Halifax Regional Municipality (the “Municipality”), a public sector body, to disclose to the public the amount of compensation the Municipality pays, directly or indirectly, to any person of \$100,000 or more in a fiscal year, pursuant to Section 54A of the Halifax Regional Municipality Charter and the Municipality Administrative Order 2015-006 the Salary Disclosure Administrative Order (the “Administrative Order”).

The Administrative Order applies to any compensation paid to a person, directly or indirectly, who is a member of the Council of the Municipality or who is in an employment or contractor relationship with any Municipal Body (meaning the Municipality and any agency board, commission or corporation to which the Council may appoint the majority of the members). The Administrative Order has listed the following Municipal Bodies to which compensation disclosure applies: the Municipality, Halifax Regional Library Board and Halifax Regional Water Commission.

Significant interpretations regarding the basis of reporting include:

An employee is considered to be anyone to whom the Municipality issues a T4 or T4A slip and also includes independent contractors or consultants that are sole proprietors or incorporated individuals.

2. Basis of Accounting

Section 3(b) defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts;
- ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- iii) long-term incentive plan earnings and payouts;
- iv) the value of the benefit derived from vehicles or allowances with respect to vehicles;
- v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation;
- vi) payments made for exceptional benefits not provided to the majority of employees; and
- vii) payments made for members in recreational clubs or organizations.

Significant interpretations regarding the basis of accounting include:

Salary is defined as regular salary and wages, including acting pay and overtime, paid in the fiscal year.

“Regular” is interpreted in the context of the individual’s classification or position and normal work schedule or as specifically determined by a collective agreement applicable to the individual.

Other benefits includes all other elements of compensation, excluding ‘salary’ as defined above.

Other benefits paid is / includes...

3. Significant accounting policy:

Compensation:

Compensation is determined in accordance with Section 3(b) of the Administrative Order and is recognized on a cash basis. In the year ended March 31, 2020, there were 26 bi-weekly pays received by employees.